

## E. Student Outcomes

Over 62% of all full-time, first-time freshmen who entered MSU in the fall of 2002 earned a degree within six years of entry (see Table II.E.1.a). Six-year graduation rates were 59% or higher for all racial/ethnic groups, with Asian students having the highest graduation rate of 64%.

**TABLE II.E.1.a: Four-, Five-, and Six-Year Graduation Rates of Fall 2002  
Full-Time, First-Time Freshmen by Race/Ethnicity**

|                       | Graduated in 4 Years |         | Graduated in 5 Years |         | Graduated in 6 Years |         |
|-----------------------|----------------------|---------|----------------------|---------|----------------------|---------|
|                       | Number               | Percent | Number               | Percent | Number               | Percent |
| <b>African Amer.</b>  |                      |         |                      |         |                      |         |
| Cohort=159            | 40                   | 25.2%   | 82                   | 51.6%   | 97                   | 61.0%   |
| <b>Asian</b>          |                      |         |                      |         |                      |         |
| Cohort=74             | 23                   | 31.1%   | 44                   | 59.5%   | 47                   | 63.5%   |
| <b>Latino/a</b>       |                      |         |                      |         |                      |         |
| Cohort=227            | 58                   | 25.6%   | 112                  | 49.3%   | 134                  | 59.0%   |
| <b>White</b>          |                      |         |                      |         |                      |         |
| Cohort=925            | 264                  | 28.5%   | 517                  | 55.9%   | 584                  | 63.1%   |
| <b>Non-Res. Alien</b> |                      |         |                      |         |                      |         |
| Cohort=39             | 17                   | 43.6%   | 22                   | 56.4%   | 24                   | 61.5%   |
| <b>Other*</b>         |                      |         |                      |         |                      |         |
| Cohort=46             | 8                    | 17.4%   | 22                   | 47.8%   | 27                   | 58.7%   |
| <b>Total</b>          |                      |         |                      |         |                      |         |
| Cohort=1,470          | 410                  | 27.9%   | 799                  | 54.4%   | 913                  | 62.1%   |

\* Includes Native American and Unknown Race/Ethnicity.

Income appeared to have some influence on graduation rates for members of the 2002 cohort of full-time, first-time freshmen. While all income groups were graduated at higher than 60% rates over six years, students who were classified as “non-low income” students had a six-year graduation rate that was approximately 4 percentage points higher than that achieved by low income students (see Table II.E.1.b). It should be noted that this gap was down from 8 percentage points last year for the 2001 cohort.

**TABLE II.E.1.b: Four-, Five-, and Six-Year Graduation Rates of Fall 2002  
Full-Time, First-Time Freshmen by Income**

|                     | Graduated in 4 Years |         | Graduated in 5 Years |         | Graduated in 6 Years |         |
|---------------------|----------------------|---------|----------------------|---------|----------------------|---------|
|                     | Number               | Percent | Number               | Percent | Number               | Percent |
| <b>Low Income*</b>  |                      |         |                      |         |                      |         |
| <b>Cohort=280</b>   | 74                   | 26.4%   | 147                  | 52.5%   | 170                  | 60.7%   |
| <b>Non-Low Inc.</b> |                      |         |                      |         |                      |         |
| <b>Cohort=836</b>   | 244                  | 29.2%   | 473                  | 56.6%   | 538                  | 64.4%   |
| <b>Unknown</b>      |                      |         |                      |         |                      |         |
| <b>Cohort=354</b>   | 92                   | 26.0%   | 179                  | 50.6%   | 205                  | 57.9%   |
| <b>Total</b>        |                      |         |                      |         |                      |         |
| <b>Cohort=1,470</b> | 410                  | 27.9%   | 799                  | 54.4%   | 913                  | 62.1%   |

\* A low income student is one who has a NJ Eligibility Index between 1 and 2,499.

Nearly 82% of all full-time, first-time freshmen who entered MSU in fall 2007 re-enrolled in fall 2008 (see Table II.E.2.a).

**TABLE II.E.2.a: Third-Semester Retention of Full-Time, First-Time Freshmen  
by Race/Ethnicity, Fall 2007 to Fall 2008**

|                       | Original Cohort | Retained |         | Not Retained |         |
|-----------------------|-----------------|----------|---------|--------------|---------|
|                       | Number          | Number   | Percent | Number       | Percent |
| <b>Native Amer.</b>   | 3               | 3        | 100.0%  | 0            | 0.0%    |
| <b>African Amer.</b>  | 181             | 144      | 79.6%   | 37           | 20.4%   |
| <b>Asian</b>          | 136             | 117      | 86.0%   | 19           | 14.0%   |
| <b>Latino/a</b>       | 446             | 349      | 78.3%   | 97           | 21.7%   |
| <b>White</b>          | 1,175           | 972      | 82.7%   | 203          | 17.3%   |
| <b>Non-Res. Alien</b> | 23              | 16       | 69.6%   | 7            | 30.4%   |
| <b>Missing</b>        | 105             | 92       | 87.6%   | 13           | 12.4%   |
| <b>Total</b>          | 2,069           | 1,693    | 81.8%   | 376          | 18.2%   |

The one-year retention rate for non-low income students was slightly higher than the retention rate for low income students from the fall 2007 entering cohort (see Table II.E.2.b).

**TABLE II.E.2.b: Third-Semester Retention of Full-Time, First-Time Freshmen by Income, Fall 2007 to Fall 2008**

|              | Original Cohort | Retained |         | Not Retained |         |
|--------------|-----------------|----------|---------|--------------|---------|
|              | Number          | Number   | Percent | Number       | Percent |
| Low Income*  | 339             | 271      | 79.9%   | 68           | 20.1%   |
| Non-Low Inc. | 1,323           | 1,090    | 82.4%   | 233          | 17.6%   |
| Unknown      | 407             | 331      | 81.3%   | 76           | 18.7%   |
| Total        | 2,069           | 1,692    | 81.8%   | 377          | 18.2%   |

\* A low income student is one who has a NJ Eligibility Index between 1 and 2,499.

#### Fall 2008 New Transfer Students

MSU received 4,028 applications from students hoping to transfer to the University, up 64% from the 2,452 transfer applications received in fall 1999. The University accepted 57% of these applicants (acceptance rate), and 59% of those accepted enrolled at the University (yield). The fall 2008 cohort of newly enrolled transfer students was 32% larger than the cohort that entered in fall 1999.

Full- and part-time transfer students made up 32% of the fall 2008 entering class (see Table II.E.3), which is down 7 percentage points from fall 1999. Bergen Community College (250), County College of Morris (112), and Essex County College (102) sent the most transfer students to MSU in 2008.

**TABLE II.E.3: Entering Undergraduates by Admission Status And Attendance Status, Fall 2008**

|           | New Transfer (all are Degree-seeking) |         | All First-Time (incl. Degree & Non-Degree) |         | Total First-Time Undergrads at MSU |         |
|-----------|---------------------------------------|---------|--|---------|------------------------------------|---------|
|           | Number                                | Percent | Number                                     | Percent | Number                             | Percent |
| Full-Time | 1,119                                 | 28.8%   | 2,770                                      | 71.2%   | 3,889                              | 100.0%  |
| Part-Time | 241                                   | 70.9%   | 99   | 29.1%   | 340                                | 100.0%  |
| Total     | 1,360                                 | 32.2%   | 2,869                                      | 67.8%   | 4,229                              | 100.0%  |

The six-year graduation rate for full-time transfer students who entered MSU in fall 2002 was 74%. The one-year retention rate for full-time transfer students who entered in fall 2007 was 83%.

### Other Student Outcomes

A survey of recent graduates revealed that, one year after graduation, 21% of respondents were enrolled in graduate school, and 88% were gainfully employed. A majority (89%) of employed alumni said they were contributing to the State's economy by working in New Jersey, and over 70% said they held jobs that were "somewhat" to "very" related to their MSU majors.

Montclair State University participates in the Voluntary System of Accountability (VSA) that is co-sponsored by the Association of Public and Land-grant Universities (APLU) and the American Association of State Colleges and Universities (AASCU) with support from the Lumina Foundation. As indicated on the VSA web site ([www.voluntarysystem.org](http://www.voluntarysystem.org)) "The Voluntary System of Accountability is an initiative by public 4-year universities to supply basic, comparable information on the undergraduate student experience to prospective students, families, and other higher education stakeholders through a common web report – the College Portrait." MSU is one of only six institutions in New Jersey that voluntarily share information about student outcomes to all interested parties, clearly demonstrating our commitment to both data transparency and the continuous improvement of student learning outcomes. Montclair State University's VSA College Profile can be viewed at [www.collegeportraits.org](http://www.collegeportraits.org) by clicking on "College Profiles," and selecting New Jersey under the "Colleges by State" tab.

Local assessment efforts are led by the Taskforce on Assessment and University Effectiveness (TAUE). During the past year, TAUE assessed student learning in general education, and propagated guidelines to academic departments on procedures for assessing learning in the major. During the current year, TAUE will reach out to non-academic units to involve them in the assessment of even broader areas of institutional effectiveness.

TAUE's efforts are also informed by information gathered from students through the University's participation in the National Survey of Student Engagement (NSSE), the Noel-Levitz Student Satisfaction Inventory, and the Cooperative Institutional Research Program (CIRP) surveys of entering freshman and exiting seniors. Faculty and staff perspectives on student outcomes are revealed through the Faculty Survey of Student Engagement (FSSE), the Higher Education Research Institute (HERI) survey of faculty, and the Noel-Levitz Institutional Priorities Survey. These national surveys are supplemented with a number of local surveys of alumni, entering transfer and graduate students, and University employees (both faculty and staff).